Appraisal of Job Performance

SubsidiarySOU	THWESTERN BELI	YELLOW PAGES IN	ıc.			Date _	01-10-91
1. Name R. SC	OTT GUTHRIE	Title	SUPERVISOR-SA	LES SYSTEMS	<u> </u>	ocation <u>HOU</u>	JSTON
Date Appointed to Pr	resent Position	07-15-88	Salary	Grade	22/I		
2. Appraisal of Job P							
acco of re Acco Depa appr During He is respons	emplishment of goals esponsibility, includir omplishment, Commartmental Coordination aisal. (Use space proteins review pible for the months of	previously listed on the Jog Standards of Performantity Relations, Affirmation, etc. Numerical sales revided below and on revolential tenance probles tribution and processing the probles of the probles	ob Performance Previous nance (indices), Develore Action, Safety Perfectly Formanage erse side.) ie performed thems of the CATS	ew, form SBP-10 lopment of Substance, Self-Dars should not be the duties of System, Market Syste	61. List results for coordinates, Special period of Supervisor Lacintosh, A	r each area ial Project er and Intra erformance or-Sales S ad Sales I	Ĩ
these problem coordination	s with Data Ce with the Data	e logged all CAT enter staff for o Center staff he d knowledge in t	orrection. Whi	ile he succ	essfully co	mpleted t	he
a major move	of data equipm	ect to call out a ment, Mr. Guthrie after lengthy dis	refused to par	rticipate a	nd coordina	te in the	During move
		ordinates data e consistent manag					

the environment conducive to safety requirements.

Mr. Guthrie failed to process chargeback complaints for a six month period which created excessive chargeback dollars in a lump sum to sales reps who were unaware of the problem.

Mr. Guthrie is assigned the United Way Campaign for the Houston region and completed the process successfully, however, he failed to communicate with the regional staff the results in a timely manner. Mr. Guthrie is aware of all AAP/EEO Policies and supports the policy and procedures.

Mr. Guthrie has six years of perfect attendance.

3. Performance Rating							
Distinguished	Commendable	Successful	Improvement Needed	Newly Appointed	Date of Next Planned Appraisal: 4-30-91		
4. Signatures: Prepared By Concurred By Discussed By Title Date Date Discussed By Discussed							
5. Subordinate's Comments Telemarket, " Credible". Additional comments permanently attached Subordinate's Initials							



APPRAISAL OF MANAGEMENT POTENTIAL

Department	Southwestern Bell Yellow Pages, Inc. State	<u>Texas</u> Date <u>02-14-91</u>
Name R. Sco	ott Guthrie	
Location 252!	5 North Loop West, Room 600, Houston, Tx. 770	08
PositionSur	pervisor-Sales Systems	
Present Positio	n Since07-15-88	
Prepared By:	Name Martha C. Humphries Date	02-14-91
	Title SaTes Manager-Telemarketing	
Concurred By:	Name Sates Manager-Telemarketing Date	· / /
	Title	
Discussed By:	Name Martin Chuphy Date _	2-14-91
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Note:

The purpose of this appraisal is to identify and rate the managerial skills the subordinate possesses and to improve those skills. For the purpose of determining the rating for each category, 1 represents low, 3 represents average, and 5 represents a high degree of managerial skills as compared to other managers at the same management level.

Detailed instructions for completing the Appraisal of Management Potential are contained in the Management Appraisal System.

at the next higher management level

Name: Guthrie. R. S	Scott	PRE-PLACEMENT MEDIC			Sex I	M/F_M_	(REV.
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Street (21/)		Q Q State	D	Boons chaft			
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		HEALTH HISTO	AY:				
lease Answer the Following Que		•			_	_	
1. Are You Now Under a Doo	ctor's Care o	r Taking any Medication?				XI No	
If Yes, For What?						· · · · · · · · · · · · · · · · · · ·	
For What Have You See	n a Doctor in t	he Past Year? Flu.					
2. What Operations Have You	u Had or Been	Advised To Have? None.					
Give Dates							<u> </u>
3. Have You Ever Been a Pat	tient in a Hos	pital Overnight or Longer?			★ Yes		
For What Conditions?	Spinal	Meningitis					
		68 two weeks					
4. What Other Injuries or Die							
Give Dates None		The second secon					
T	Lost from S	chool or Work in the Past Year fo	Hanth Res	ons?			
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If Yes, For What Reason							
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Disability Given	···						
9. Do You Have Any Eye or V	Vision Problem	Not Corrected by Glesses?			☐ Yes	y⊋ No	
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Manager - Telemarketing:

I'm writing to request feedback on my performance as Supervisor - Sales Systems for the previous 30 days, and to make you aware of tasks that were required of me to support the Houston Region that were outside the scope of my Telephone Sales duties.

Per our conversation of February 14th, when you covered my Performance Appraisal, I have 60 days to meet the standards of my job or be terminated. I have every interest in maintaining my position with Southwestern Bell Yellow Pages, and wish to remain in good standing. To that end, it would be helpful if you would provide a written list of goals you need me to accomplish before April 30th, 1991. (Date of next scheduled review.)

I have received no performance feedback as of this date so I must presume my performance has met the standards of the job.

Those tasks accomplished outside the scope of my Telephone Sales responsibilities were as follows:

- 1. 02/18/91 Prepared Training Center for new T-Sales Training Class. (Time: 1/2 day)
- 2. 02/25/91 to 02/26/91 Per Mr. Payne's directive; reinstalled systems and applications files on every Premise Macitosh leased and existing and on leased T-Sales equipment. (Time 2 Days)
- 3. Week of 03/03/91 Per Mr. Payne's request: resolved printer problem on leased Macintosh equipment and obtained requested "Freehand" software per loaned artist's request. (Time: 3 Days)
- 4. 03/14/91 Coordinated install of new printer circuits per Supervisor Sales Support's request. (Time: 1/4 day)
- 5. 03/15/91 De-installed VT220 per Manager Clerical's request to provide more space for visiting artists. (Time: 1/4 Day)

6. 03/18/91 - Set up Division Conference Room with terminals and printer capacity to facilitate "Bad Debt Review". (Time: 1/2 Day)

Thank you in advance for you assistance in clarifying these issues. If I can provide more information, please let me know. I can be reached on 867-7159.

Supervisor - Sales Systems

R. SCOTT GUTHRIE 1100 N. LA SALLE #712 CHICAGO, IL 60610

February 24, 1994

Mr. Whitacre,

I have given considerable thought over the fast months to your responses to my "Plea ton Help", as it peletes to. my treatment by my Regional Monegar, Mr. Tim Morrisey, in Houston, Texas, while working to Southwesten Bell explandages.

Having presented a clear case of management abuse, acknowledged by your own Miz. Jim Russell, and clear violetions of sury "Code of Business Conduct" as gotablished by your corporation, and the resulting purpering those abuses caused, your organization made no effort at pestitution.

I must therefore conclude, having directed this complaint through your - office, that you personally condone, or - possibly encourage this tappe of conduct, and eper ptalements to the - contrary cre-merely platitudes.

In an effort to heal a wound that has peropened, I'm writing to plead not for myself, pather for the many

I still care deeply about us to continue to mak for 5. B. C. It is my hope that you will find the conviction of the high ptendards of conduct that fouthwestern Bell Corporation holds out, and double your efforts to pee to their adherence.

the words of gohn templishe, because "I too believe that in the gud truth."

will conquer".

Jicarely, 2. Som Johnie MR. Edward E. Whitave gr.
Crainman and C. E. O.
Southwestern Bell Corporation
175 East Houston, Swite 1300
San antonio, Teyen 78205
Private and Confidential



R. SCOTT GUTHRIE 1100 N. LA SALLE #712 CHICAGO, IL 60610 R. Scott Guthrie 1100 N. LaSalle, #712 Chicago, Illinois 60610

December 8, 1994

Mr. Whitoere,

"Treopergate" article in "the american "prectator" and was haunted by the Jamilian plany fine.

In case you have prot had a corone to peed it, I have guelosed a corpy for equipments.

I think ego"// concer that
this type of conduct is unacceptable
for- Presidents, and just asunacceptable- for- Regional Moneger
of eyellow Pages companies.

Happy Holiday



Whitewater Obstructionists, by James Ring Adams

THE AMERICAN SPECIAL OR

MAY 1994

A MONTHLY REVIEW EDITED BY R. EMMETT TYRRELL, JR.

Love and Hate in Arkansas

L.D. Brown's Story, by Daniel Wattenberg





Florence King on Amelia Earhart

John Kerry vs. John Corry

U.S. \$2.95 CANADA \$3.95 account illustrates, Clinton enjoyed a buffer. Unlike Oregon Sen. Robert Packwood, whose clumsy wine-in-a-box comeons have turned him into a ghostly pariah, the more adroit Clinton often left the parlous business of gaining consent to armed intermediaries. It is a mating strategy available to very few people in American life, and in employing it, Clinton appears to have exploited his office, even if sexual harassment law is mute on the practice of unwantedadvances-by-proxy.

While relatively insignificant in and of itself, Miller's story, backed up by a photocopy of L.D. Brown's "Governor's Security" business card, provided crucial initial leverage in approaching L.D. Brown. "Oh, s--t," he said when first contacted. Ironically, Brown did not specifically recall the episode she recounted. "I don't remember Joyce Miller's name," he said. "But, my God, it was so many times. I mean, good grief!"

Brown became the object of reprisals

familiar to those who know the Clinton

arsenal: an attempted criminal prosecution

that other state policemen considered

trumped up, and a series of vague threats

that included job-related sanctions and

smear campaigns. It is a pattern critics say

has been replicated in Washington.

H

n Brown's telling, Clinton emerges as a kind of yuppie Willie Stark, simultaneously aspiring to the dizzying heights of political office and fatally compromised by his personal conduct. Brown was closer than any other trooper to both sides of Clinton. On one hand, he won the first

couple's confidence-so much so that he can speak with authority on a number of Clinton's affairs, Hillary's affair with the late Vincent Foster, and heavy-handed attempts to politicize the Arkansas state police. On the other hand, Brown, who insisted on being his own man and emerged as a Clinton opponent on a couple of political issues, became the object of reprisals familiar to those who know the Clinton arsenal: an attempted criminal prosecution that other state policemen considered trumped up and a series of vague threats that included job-related sanctions and smear campaigns. Brown says that since word filtered back to the Clinton camp that he was speaking to The American Spectator, a high-level Clinton associate warned him to back off. "How would you like your credit-card receipts splashed across the front pages of the newspaper?" the Clinton crony said. All this is part of a pattern critics say has been replicated in Washington. Special Counsel Robert Fiske has already subpoenaed Brown as part of his ongoing investigation into the Whitewater scandal.

A former president of the Arkansas State Police Association (and a vice-chairman in the troopers' national association), Brown now works at state police headquarters in the Special Investigations unit probing white-collar crime and official corruption. He served on the Clinton security detail from late 1982 until mid-1985. Known as "Doug" to his family, Brown is one of the few state troopers who regularly traveled with the Clintons on out-of-state business. He met his current wife, Becky, while she worked and lived at the governor's mansion as Chelsea Clinton's nanny. The two, with the help of then-mansion administrator Robin Dickey, arranged for Becky's mother, Ann McCoy, to succeed Dickey in that post.

During the years at the governor's mansion, which he remembers as a scale-model "Camelot," Brown says that he performed many of the functions detailed by state troopers Larry Patterson and Roger Perry in David Brock's "Living With the Clintons" (see TAS, January 1994). (He estimates that only ten percent of the work he did for the Clintons was security-oriented.) On state time and using state cars, he drove Clinton to extramarital trysts and guarded him during these encounters. By providing timely updates on Hillary's whereabouts, he abetted Clinton's efforts to conceal the de-

tails of his philandering from his wife. He solicited new sexual partners for Clinton throughout the state. "Over a hundred, at least," he says. "I'd hate to even try to guess."

But Brown also enjoyed, above and beyond his offi-

cial and unofficial duties, a relationship with both Clintons that was unique among the troopers for its closeness. Other troopers referred to Brown-not

without jealousy-as the Clintons' "fair-haired boy." As Brown tells it, Clinton and he were confidantes. They would often read the same books, usually political biographies, and discuss them together. William Manchester was a particular shared favorite: Clinton pushed his copy of One Brief Shining Moment on Brown after he'd finished this tribute to John F. Kennedy, and it was Manchester's Churchill biography The Last Lion that prompted Clinton to ask Brown, "Why should it be, L.D., that a war record is a prerequisite of high office?" (Says Brown, "That was a preoccupation of his.")

The size of Clinton's library at the time cannot be exaggerated, and he gave Brown dozens of books, many of which Brown still retains. The law books Clinton used to study for the Arkansas bar in 1973 contain a few sentences that make Brown smile in retrospect. "There's a sentence in one to the effect that 'Adultery is not a crime' that is underlined twice in red." Brown adds that the passages in general law texts that Clinton marked most assiduously were those on tax law. Another book from the Clinton library that Brown retains is a worn copy of The Handbook of the Conscientious Objector. And it wasn't a mere literary friendship: Brown often attended, at the Clintons' invitation, small social gatherings with the Clintons and their intimate friends.

The prospect that Brown would speak publicly has caused considerable heartburn in the Clinton camp. Indeed, fears ran whatever, usually you were like 'with him,' you would be with one of the other girls, or you would be kind of one of the party," he explains. One purpose was to put other female members of a target woman's party at ease. "You could say that if you took part, if you were courting the other girl, maybe it was just a convenience to make it all look like, 'Hey, Bill and I are buddies, and we're partying together and don't feel like I'm a security guy that's looking over your shoulder.' It's not like you stood back with Ray-Bans on and a machine gun under your overcoat. And whatever was left over there, if you were so inclined, because you were with him, you had a real good shot at doing something yourself."

Clinton implicitly encouraged the troopers' enjoyment of "residuals." Clinton, Brown explains, would inquire knowingly about Brown's progress with another member of the party: "Who is she? What does she do? Are you gonna take her out? Oh, you sonofabitch!' It was like, 'You're my buddy, I'm your buddy. You mess around with girls, I mess around with girls.' The old boy kind of thing." But there was a tacit understanding, Brown believes, that such troopers were compromised by "residuals" in a way that provided Clinton an additional hedge against exposure.

Brown says that Clinton and Flowers each directly confirmed to him that they had had an affair. "Clinton would talk about Gennifer in conversation," he says. And after Brown broke with Clinton, he developed an intimate friendship with Flowers. "I would be at Gennifer's condo at Quapaw, and [Clinton] would actually call and leave messages on the answering machine." Brown recounts that Flowers was brutally mocking in disclosing intimate details of her affair with Clinton. And he recalls his turmoil following Flowers's public allegations about Clinton during the 1992 primaries. Brown was simultaneously seething that Clinton continued to deny the affair and "scared to death Gennifer was going to say something at that time about me."

IV

Brown described trips he took with Bill and/or Hillary to Denver, Dallas, Boston, Washington, D.C., and Boca Raton. Official travel records corroborating all five trips were later obtained from state files.

One 1984 trip was to Irving, Texas, to attend an Arkansas-SMU football game at Texas Stadium. "We would take a state sky box," Brown recalls. They were accompanied by Chris Burrow, later appointed by Clinton to be director of State Building Services. The group wound up at a strip joint near the stadium, on a grisly highway of sex clubs that runs all the way up into North Dallas. "Clinton was just like a kid in a candy store," Brown remembers. "He said, 'L.D., do you think these girls do anything? Can you pay 'em money, get 'em outta here?' He was sticking bucks down in their little things. It ended up we just had to get him out of there." (Burrow, reached for comment, recalls attending the Arkansas-SMU football game with Clinton. Asked about the evening at the strip bar, he replied, "Well...I can't remember anything.")

Brown recalls a stay of several days at the luxurious Boca Raton Resort and Yacht Club, after which Hillary, Chelsea, and Bill drove up to Disney World. "One night we all came in," Brown says, "and he wanted to hit the road. 'Let's hit it!' That was the big phrase. 'Let's hit it. Let's go." Clinton and Brown headed for a disco that Brown had visited earlier. Clinton pointed out a woman at a nearby table. "He says, 'Go ask that one if she wants to dance with the governor of Arkansas.' And I'm just like, 'Aw sh--, right. Who in the hell knows who the governor of Arkansas is in Boca Raton?' I walk over there, and as it invariably happens, I go over, sit down, give her my card, like an idiot, and say, 'That guy over there-that's the governor of Arkansas, it's Bill Clinton. He wants to dance with you.' Most of the other girls said, 'Oh yeah, right, and I'm Queen Elizabeth,' and then someone at the table goes, 'Yeah, it is. That's Bill Clinton, I've seen him on television.

"So the girl comes over. We stay there a good while drinking and stuff, get the tab, and she leaves with us. Clinton and the woman get in her car. We followed them down the road. She knew where she was going. We drive down the road, and they pull off. We could still see them. By this time it was probably midnight at least. They pull off. He's in the front seat. She leaned down, and of course she did the old 'lean down' effect. We were no more than ninety feet away. You could see what was going on.

"Probably thirty minutes pass. The lights come back on. They pull up behind us. He leans over and kisses her. He gets out of the car, gets back in the back seat [of the troopers' rental], and, 'Hit it! Let's go! What time is it?' All of a sudden, there's this urgency. He made a statement to the effect that 'It was [oral sex]! God, that was great!'"

When traveling, Clinton appears to have scrupulously reimbursed the state with personal checks for innocent personal expenses. A search of Clinton's official travel records turned up no checks reimbursing the state for more compromising personal expenses, such as those incurred at the Dallas strip joint and the Boca Raton disco. "[The troopers] would always pay" for drinks purchased in such places, says Brown. "We had 'Bill Clinton, Governor' Visa cards, and we had a state police credit card."

When such purchases were charged to the state police card, "we would always get our money back" from the governor's office, he explains. "They would pro-rate this: What was for the governor, what was for you all? Nobody ever lost any money who was ever in that situation." (It is hardly likely that Clinton ever paid in cash. "He never paid for anything," says Brown. "He didn't *carry* money. He never carried a bill-fold. If he needed it, he'd take it from us, five dollars here, five dollars there. He still owes me money.")

linton would often grow reflective after extra-marital encounters, says Brown. "He would follow with some kind of, 'Y'know, L.D., we have to do things in life, and we need to be happy, satisfied. Some people are satisfied in different ways, and we have to make compromises." Hillary Clinton would use similar jargon with both

7/25/95

June 28, 1995

Dear- Martha-

I must pay it was a purpose to hear from your in april. I epologize for taking po Jeney to perpond; there has been much to think - about.

At first I was pycited tohear from your and greatful for your generous gift. It got me to thinking.

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-1965an (1970)3566666

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niki de eni**ngangan**ak

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CC Mr. Ed Whiteere R. Dutmie-

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July 25, 1995

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Douthwester Bell exclaw Pages
2525 n. Joop West
Howston, Texas 77008OHN: Mrs. Martin Humphies
Peroncl and Private-

R. SCOTT GUTHRIE 1100 N. LA SALLE #712 CHICAGO, IL 60610

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Mr. J. W. Russell Director Asset Protection Southwestern Bell Corporation 175 E. Houston P.O. Box 2933 San Antonio, Texas 78299-2933

Mr. Dwayne Troutman 203 Kings Court Stafford, Texas 77477

July 23, 1993

Dear Mr. Russell,

Thank you for your invitation to write regarding the treatment I received during the years I worked for Southwestern Bell Yellow Pages in Houston, Texas. This period represents a very difficult time in my life, filled with pain and disappointment. To the best of my ability I have attempted to collect my recollections and put them in writing for you here. I appreciate your genuine interest in hearing from me.

I started with Southwestern Bell Yellow Pages as a Telemarketing Representative on March 31, 1985. Mr. Joe Crane was our Regional Manager. He soon retired and was replaced by Mr. Tim Morrisey. By February of 1986 I was promoted to Supervisor of Telemarketing reporting to Ms. Martha Humphries. Ms. Humphries, Manager of Telemarketing, reported directly to Mr. Morrisey.

This was the beginning of many years of lies, deception, and abuse. These abuses ranged from my Regional Manager's request that I forge vouchers to cover illicit expenses, to his request that I abuse and manipulate my subordinates to his own dis-honorable ends. Finally this mistreatment resulted in my own demise because my Regional manager's refused to admit that he knew of my relationship with Ms. Barbara Johnson, a direct subordinate, prior to my promotion to Manager of Telemarketing.

From the beginning, I was subjected to the whims of an angry, ambitious, unethical Regional Manager in Mr. Tim Morrisey. As my letter will tell, I have been left financially at risk to pick up the pieces of a shattered life and career.

One of the first distinct lies I recall being involved in regards the issue of Telemarketing Supervisors going on customer premise to sell advertising. The progression of Telephone sales, as you might know, was from bold listings sales only, to actual display sales as it is today.

One of the rules of Telephone sales is that Telephone Salespeople are not allowed to visit the customer premise to sell display. It is understood that this is competition with the Premise Sales department and thus prohibited.

We were given directives to go on customer premise by Mr. Morrisey with the intent of closing accounts Representatives could not close on the phone. We were instructed to call these "collection efforts". We were also told not to speak of these customer contacts because it would up set the Premise Sales force.

Later I recall being called into Mr. Morrisey's office to be dressed down in front of a Premise Sales Manager for making premise visits. I was told to "never do this again". After the Premise Sales Manager left, Mr. Morrisey explained that he had to do what he had just done so the Premise Sales force would feel like he was on their side. He also said that he "liked a good fight", which seem to contradict his earlier directive to keep quite about the calls.

At the end of the canvass, Mr. Morrisey explained to the Telephone Sales Supervisors that we could not voucher the mileage. He told us to put it down as "various other" expenditures. I told him I had over 3000 miles to voucher and didn't feel comfortable with falsifying vouchers. His response was to "do it or loose it". I chose not to voucher the mileage.

Earlier that same canvass Mr. Morrisey had made a bet with my crew that if they made objective he would take them to lunch. If they didn't, they had to take him to lunch. We made objective that year, and Mr. Morrisey who was traveling, instructed me to take them to lunch.

When the voucher reached Mr. Morrisey, he phoned to explain that the lunch bill was not a voucherable expense. He told me I would get the money back in my bonus check that I would be getting that year.

There were many examples of times I was instructed to buy or purchase things and to voucher them. Then when I would voucher them, I would be told they were not valid expenses. I would be given the choice of voucher fraud or losing the money. I always chose to loose the money rather than jeopardize my career with voucher fraud.

Several years after being promoted to Supervisor, I became involved with a peer. Ms. Barbara Johnson and I grew closer and closer as the demands and interest in the job drew us together. As first line supervisors, we were encouraged to work 14 hour days, 5 and 6 days a week and during those long hours we fell in love.

In early June of 1989 Mr. Morrisey phoned to advise me that in the coming week he would be making me a job offer. He informed me that I was being promoted to the position of Manager of Telemarketing. I was informed that Ms. Humphries would be taking the position of staff manager for the Houston region.

During this same conversation, I advised Mr. Morrisey of the relationship I was having with Ms. Johnson. I also told him we planned to be married and asked would this present a problem in my new position. He said "no", and explained that he felt I "would not show favoritism", and he planned to "move her to a staff job anyway". He went on to further add that he understood my circumstance, because "he too was married to a black woman". He told me that "Mrs. Morrisey was a very fair skined black woman".

Mr. Morrisey offered me the position of Manager of Telemarketing at 40,000.00 a yearly and promised to have me at midpoint within one year. Excited about this new opportunity, I accepted the offer.

Clues as to the future treatment I would receive were early in forthcoming and I should have understood their significance. The day my promotion was announced Mr. Morrisey invited me to a party at a local hotel bar where nine other people were in attendance. The party lasted for approximately six hours. When the tab was to be paid, Mr. Morrisey leaned over and whispered, "this ones on you".

The bill was around \$400.00 and I was forced to put it on a personal credit card. I later asked him about reimbursement. He just looked at me and laughed, saying "your the one who got the raise". I never recovered the money.

My training as Manager of Telemarketing took an immediate and intense path. I was told on day one that I would have to put in the same hours Mr. Morrisey did to be successful on the job. He arrived at 05:30 a.m. and regularly did not leave until 08:00 or 09:00 p.m. He also put in a full day on Saturdays.

I regard this experience as one of the most bizarre I have ever encountered. The Telemarketing Team was turning in record results, and I naively thought we would be worthy of his praise. I felt very strongly that the Sales Force deserved his respect. We were among the best in the Corporation.

Some sort of odd reverse logic was actually in force. The better we did, the more intense the pressure and mistreatment was on me personally, and the more unwilling he was to offer anyone in Telemarketing credit or praise.

I also learned very fast not to assume anything. For example. I assumed I would be getting the very nice office Ms. Humphries was giving up to take her new staff job on the third floor. Instead, Mr. Scott Guthrie was forced to give up his office and move to a cube while Ms. Humphries former office stood vacant.

Another example of this angry and strange treatment was my new parking space. I was given a reserved space with my promotion to Manager of Telemarketing with the other department heads. Thirty days on to the new job, it was taken away. No explanation was offered.

I think the worst part of my short term as Manager of Telemarketing were the times when Mr. Morrisey would ask me to put pressure on people who reported to me that had fallen from his grace.

A good example of this is when he told me Mr. Scott Guthrie, Supervisor of Sales Systems, was a "lazy" and that I was to "Kill that son of a bitch". Other times he referred to him as a "fag". This was typical of the anger with which Mr. Morrisey managed. It was never clear why or when he would like someone, or for how long. The fall could come fast, unexpectedly, and hard.

On one occasion, while the entire Management team had gone to a sales conference in San Antonio, Texas, Mr. Scott Guthrie was made to stay behind as punishment. He had evidently made Mr. Morrisey angry.

When we returned, Mr. Guthrie explained that he had heard our mail room clerk call out for help, screaming "get off of me, get off of me"!! Upon entering the mail room, Mr. Guthrie found Alvin Carrol in a prone position on top of Ms.

Burley. Mr. Carrol, upon hearing Mr. Guthrie, got up and ran out of the mail room. Mr. Guthrie explained that he had called a meeting with the Union Steward and Mr. Carrol and explained that the incident would be written up and should Mr. Carrol go near Ms. Burley again, he would be sent home.

When Mr. Morrisey heard of this incident, he immediately demanded that I write Mr. Guthrie up for mishandling the matter. I thought about it for some time, and after taking the joint practice on sexual harassment to Mr. Morrisey and showing him that Mr. Guthrie had knowingly or unknowingly done exactly what the practice called for, he said "I don't care, write him up anyway". Feeling that Mr. Guthrie had acted properly, I did not put a write up in his personnel binder as requested.

I felt in clear conscience I could not, and would not, participate in such clear abuse of my subordinates. After a time Mr. Morrisey began to realize that I was not going to follow through on his many petty and vindictive reprisals. As punishment, he began to increase my assignment load at the same time asking for unattainable time frames.

Overloaded, and unable to meet his unreasonable demands, he would call me on the carpet and berate me for missing a deadline. One example of this is when I was assigned the task of preparing budgets. Having no working knowledge of this process, I called St. Louis Staff for direction. When Mr. Morrisey found out he was outraged. He was angry because in asking for help, I had revealed to St. Louis that I had been assigned budgets. Evidently he didn't want anyone to know.

As you can imagine, I was under extreme stress. This pressure began to affect me professionally and personally. I was determined to remain in control but it got progressively difficult. The impact on my marriage was taking a heavy toll. Ms. Johnson felt strongly that Mr. Morrisey was punishing me because she was black and I white. After all, there are many "Bell" marriages between white people that seem to flourish.

In December of 1989 Mr. Morrisey called me into his office. He explained that Mr. Dick Brock had found out about my relationship with Ms. Johnson. Mr. Morrisey said "something had to be done". Instead of offering to move one of us, he began talking about demoting me back to Supervisor of Telemarketing.

During this meeting, I asked why he couldn't move Ms. Johnson to the staff job as he had promised. He explained with some anger that he "wouldn't do that". I offered another solution; I suggested moving me to the position of Premise Sales Manager and leaving Ms. Johnson in her current

assignment. Ms. Humphries would then be free to return to Telemarketing, where he intended to move her. I suggested Ms. Mary Jane Cox, (I knew Mr. Morrisey had a close working relationship with her), for the position of Staff Manager to replace Ms. Humphries. Mr. Morrisey stated that Ms. Cox "was not qualified for the position".

Towards the end of this meeting Mr. Morrisey demanded that I write him a letter requesting a downgrade due to my relationship with Ms. Johnson. He said categorically that if I didn't write this letter as he requested, he would "fabricate something to fire me for". He gave me 24 hours to think about it.

During my 24 hours in which I was "thinking it over", I called my father, Mr. Glenn Troutman. He knew Mr. Brock and I asked him to speak to him on my behalf. He tried to no avail. Mr. Brock was traveling. Feeling my options closing in on me and anxious to remain employed, I wrote the letter requesting the demotion. Let me state clearly, I was under duress when I wrote this letter. This letter most likely resides in my personnel binder.

Later when my father did have a chance to speak with Mr. Brock about my relationship with Ms. Johnson, Mr. Brock told my father that this was all a surprise to him. I realized then, that Mr. Morrisey must have had other motives for demoting me and I didn't know why.

I confronted Mr. Morrisey with his lie. I told him I knew he had lied and that Mr. Brock hadn't known about my relationship with Ms. Johnson. I asked him why? Why had he demoted me and for what reasons. Mr. Morrisey told me it was "his right".

I reminded Mr. Morrisey that I had told him about my relationship with Ms. Johnson prior to being promoted. He said he remembered, but I "would have hell proving it". What I did not know at the time, but was told later by Mr. Scott Guthrie before he left the company, was that Mr. Guthrie had had had dinner with Mr. Morrisey the night before my promotion and told him he was aware of the relationship Ms. Johnson and I were having. Mr. Guthrie had advised Mr. Morrisey that I should not be promoted because my relationship would compromise my professional standing with the Telemarketing group. Evidently Mr. Morrisey had confided in Mr. Guthrie about my impending promotion.

During the office announcement to the Telemarketing Team, Mr. Morrisey praised me for "leaving Telemarketing in better shape than I had found it" and stated how "successful" I had been. It hurt so badly to finally hear the praise that Telemarketing deserved knowing I would not be part of the many successful canvass that would be coming.

I was demoted to a first line staff job with no description or responsibilities. I was so hurt, embarrassed, and emotionally pained that I just sat in my office for three months not talking to anyone, even my wife. The strains of the demotion and her belief that it was racially motivated were taking a heavy toll on our relationship.

At one point after the demotion, I confronted Mr. Morrisey in the hallway one more time. I asked him why I had had to be demoted? Mr. Morrisey stated that "he could not, and would not be the laughing stock of the whole company by promoting a white man married to a black woman". My wife had been right, the demotion had been racially motivated. I never understood why, in light of Mr. Morrisey's own professed circumstance.

I consulted with an attorney shortly after learning of Mr. Morrisey's real motivations. He felt then, and I feel now, this a clear case of racial discrimination. Fearful of the influence Mr. Morrisey had in the company, and knowing in addition to my own, that my fathers career might be damaged, I advised the attorney not to act.

Personally, the demotion was exacting a heavy price. I was trying to convince my wife who was blaming herself, that she was not the reason I had been demoted. I tried to convince her that the real blame lied with Mr. Morrisey, an angry emotionally disturbed man.

I was trying to survive the embarrassment professionally while trying to pick up the pieces of my shattered career. I tried to get started again. Instead of beinging again, I began to suffer a prolonged period of deep depression and anger. The pressure was affecting my marriage and we were not able to overcome it. She blamed herself for being black and therefore hurting me, and all I knew was the pain and disappointment.

Mr. Morrisey was transferred to St. Louis, Missouri in the first part of 1990, and Mr. Dennis Payne came to Houston as the new Regional Manager. Shortly after he arrived, he moved me out of my staff position and put me back on the line as a Telemarketing Supervisor under Ms. Humphries. In that position I achieved Vice Presidents Club, Presidents Club, and CEO's Circle of Excellence.

In a last ditch effort to right a wrong situation, I went to Mr. Payne to ask for his help. I tried to explain the unfair nature of my bust but he didn't want to hear it. I learned later that he and Mr. Morrisey were close friends and I feel strongly that he naturally took Mr. Morrisey's side.

When the first buy out offer came I was tempted. As unhappy and badly treated as I had been, I still did not want to leave Southwestern Bell Yellow Pages a fine company. I clung to the hope that at some point the truth would be known and the many wrongs righted.

In 1992 Mr. Gale Wicham was appointed Division Sales Manager in Houston with responsibilities for Telephone Sales. That same year I was discussing a grievance of one of my black Sales Reps with Mr. Wicham in the parking lot. During the conversation Mr. Wicham referred to those "God damn Niggers".

It was starting all over again. The racial motivated slurs, the anger. I could barely tolerate my own manager's, Ms. Martha Humphries, continual references to "faggots, Niggers, and fucking Mexicans". It was unbarable to think of working under a new Division Manager who would have even more influence with the same biggoted attitudes that had destroyed my personal and professionsal life. In shear disgust and feeling completely hopeless, I took the second buy out and left the company. A company I had hoped to spend my whole career with.

I would like your help in bringing an end to the this nightmare of pain and disappointment. My career, my reputation, and my marriage were destroyed at the hands of Mr. Tim Morrisey. Mr. Morrisey is a disturbed, angry, vindictive, and mean spirited human being. Knowing in advance about my relationship with Ms. Barbara Johnson, Mr. Morrisey promoted me and then demoted me when he determined the racial make up of my marriage might be a source of personal and political embarrassment.

Frankly, I would have preferred never to have been promoted then to have been promoted and then maliciously demoted. Because of Mr. Morrisey I have had to give up 33 years of gainful employment, my marriage to Ms. Barbara Johnson and my self respect and my good name at Southwestern Bell Yellow Pages. I have been discarded like a piece of garbage left to put my personal and professional life back together.

I'm appealing to you to day to help bring an ending to this constant and daily pain. I want desperately to move on, however, until I feel this wrong has been righted, and the injustice I suffered at the direct hands of Southwestern Bell Yellow Pages corrected, I'm not sure I will be able to.

Thank you for your time. I look forward to hearing from you. I hope together we can direct our conversations to a positive, private conclusion. I look forward to getting on with my life, and I hope you will be able to assist me in that endeavor.

Sincerely,

Dwayne T. Troutman

SCOTT,

If you'ke going TO REEP WEARING

NEW SHIRTS AND GREAT LOOKING TIES

YOU NEED TO GET RID OF THAT BLUE COLLAR

PENCIL AND USE THESE.

KEEP GROWING AND KEEP IMPROVING YOURSELF AND BE THE GERSON YOU WANT

IT IS WHAT OUR LIFE ON THIS EARTH

"GIVE TO THE WORLD THE BEST THAT
YOU HAVE AND THE BEST WILL COME BACK
TO YOU." I PROMISE!

My REGARDS,

Vina

January 10, 1990

DATE 1-16-90						
	Route Copy To	Round Robin				
Mr. Moomau						
Mr. Willoz						
Ms. Humphries						
Ms. Smotts						
Mr. Troulman						
Ms. Byerly						
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REGIONAL MANAGER-HOUSTON:

This is to express our appreciation for Scott Guthrie's assistance to Toni Harmon during our microcomputer inventory in October 1989 and font installations in November 1989, and January 1990. Mr. Guthrie's organizational skills and commitment resulted in a smoother and more timely completion of these efforts.

Please convey our gratitude to Mr. Guthrie for his professionalism and cooperation.

Assistant Vice President-

Operations Systems

SWB Yellow Pages Publishing Systems

520 Post Oak Blvd., Room 310 Houston, Texas 77027

500777,

OFTEN TIMES I EVEN IMPRESS

RUMMAGING THROUGH WRITINGS OF DAYS GONE BY I FOUND THE ATTACHED. I AUTHORED IT BACK WHEN I WAS A "MERE" 2ND LEVEL SALES MANAGER IN ST. LOUIS. WEEKLY I PENNED SOMETHING THAT MY REPS BEGAN CALLING "MORRISEY'S THOUGHTS ON THE BUSINESS OF LIFE."

MORAL ... START ACTING NOW
AS IF YOU ARE 2 LEVELS HIGHER
THAN YOU ARE . IF YOU DO, YOU WHLU
BELOME. I'M SURE.

Vim

ng on

Southwestern Bell Yellow Pages

"Where People Get What They Want"

June 23, 1993

Kenneth D. Fobbs Director Human Resources

Mr. R. Scott Guthrie 1100 North LaSalle, #712 Chicago, Illinois 60610

Re: Your Submission to Southwestern Bell
Bell Yellow Pages, Inc. Dated April 5, 1993

Dear Mr. Guthrie:

As you know, the various allegations set out in your telephone contacts with me and with Southwestern Bell Corporation, and in your extensive submission (dated April 5, 1993) which was addressed to me, were the subject of a thorough investigation by Mr. Jim Russell, Director-Asset Protection, Southwestern Bell Corporation. That investigation was recently completed and the results of it, along with your allegations and demands, have been carefully reviewed and considered.

Based on the investigation and our analysis of your allegations, together with the advice of our counsel, the Company has concluded that you have not presented a valid claim. Therefore, we deny that the Company is liable to you in any manner. Our response includes a denial of your apparent claim for wrongful or constructive discharge.

Although we regret any emotional, health or financial problems you claim to have experienced, the Company cannot accept responsibility for them under the facts and circumstances presented here.

We are referring (by copy of this letter) your request for consideration for Enhanced Management Pension (EMP) participation to the Benefit committee for their review and consideration. As I understand it, you directed this request to Mr. Russell of Southwestern Bell Corporation when he met with you in Chicago. Unless you are notified otherwise, you should not have to correspond separately with the Benefit

12800 Publications Drive St. Louis, Missouri 63131

Phone 314 957-2040

Mr. R. Scott Guthrie June 23, 1993 Page 2

Committee, but rather they will advise you of their determination of your claim.

For purposes of evaluating your claim, we are advising the Committee that you, R. Scott Guthrie (SS No. 498-74-0378), last worked for Southwestern Bell Yellow Pages, Inc., in Houston, Texas. Your NCS date is December 17, 1984. You tendered a written resignation dated July 22, 1991, which was effective August 20, 1991. Your April 5, 1993, written communication to me expressed your regret that you left the Company just before EMP was announced. And as stated above, you made an oral request to Mr. Russell for EMP consideration on April 27, 1993, when he met with you and interviewed you in Chicago.

If I can be of further assistance, please contact me.

Sincerely,

Lenneth . Dille

cc: Benefit Committee

Southwestern Bell Corporation

"The One to Call Out"

C. E. Foster Group President March 15, 1994

Mr. R. Scott Guthrie 1100 N. LaSalle, No. 712 Chicago, Illinois 60610

Dear Mr. Guthrie:

Your letter dated February 24, 1994, to Mr. Edward Whitacre, Chairman and CEO of Southwestern Bell Corporation, has been referred to my attention. At the time of your initial claim in March of 1993, your allegations were thoroughly investigated by Southwestern Bell Yellow Pages. Your most recent correspondence fails to raise any issues which have not already been the subject of our careful review and scrutiny.

I regret that you are disappointed with Southwestern Bell Yellow Pages' rejection of your monetary demands. However, it remains the position of Southwestern Bell Corporation and Southwestern Bell Yellow Pages that you do not have a viable claim against your former employer and that it is under no obligation, either legally or morally, to make "restitution" to you. We wish you continued success and happiness in your current endeavors.

Sincerely

175 E. Houston San Antonio, Texas 78205

Phone 210 351-5100

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- o An oversize page or document (such as a map) which was too large to be scanned into the ECFS system.
 - o Microfilm, microform, certain photographs or videotape.
- Other materials which, for one reason or another, could not be scanned into the ECFS system.

The actual document, page(s) or materials may be reviewed by contacting an Information Technician. Please note the applicable docket or rulemaking number, document type and any other relevant information about the document in order to ensure speedy retrieval by the Information Technician.

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